

Cultivating a Growth Mindset Within Your Organization & Mentoring Programs

IMPACT Webinar Series



MENTOR

February 2018

Moderator & Featured Presenters



Daniel Horgan - Moderator
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Tasha Booker - Presenter
City Year Columbus



Lindsay Hill - Presenter
The Raikes Foundation



Jennifer Bourgoin - Presenter
MENTOR

MENTOR Overview – www.mentoring.org



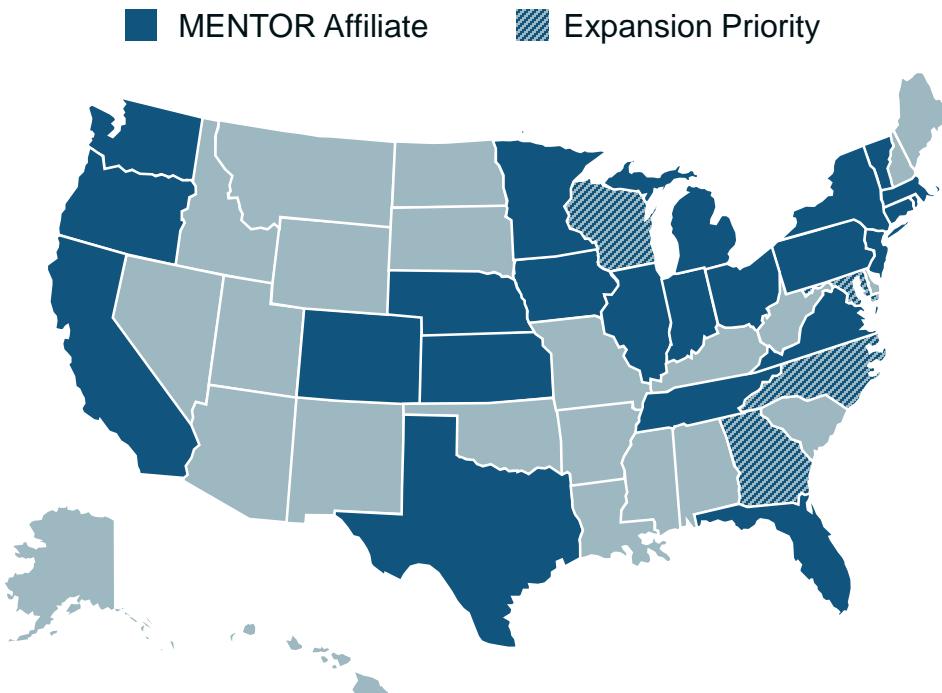
MENTOR's Mission is to fuel the quality and quantity of mentoring relationships for America's young people and to close the mentoring gap for the one in three young people growing up without this critical support.

- Nationally recognized field leader with more than **25 years of experience**
- Demonstrated results and impact grounded in a **community responsive approach**
- Proven ability to help **unlock new public and private dollars** and engagement in mentoring
- Successful **cross-sector and collective impact convener**
- Member of the **Social Impact 100**, America's 100 top-performing nonprofit organizations

MENTOR's National Program Network



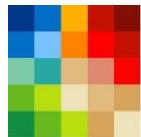
MENTOR's National Footprint



25 affiliates serve as catalysts of the state/local mentoring movement



MENTOR's Public/Private Partnerships



Altria



Deloitte.



EY
Building a better
working world



JPMORGAN CHASE & CO.



Corporation for
**NATIONAL &
COMMUNITY
SERVICE** ★★★



OJJD

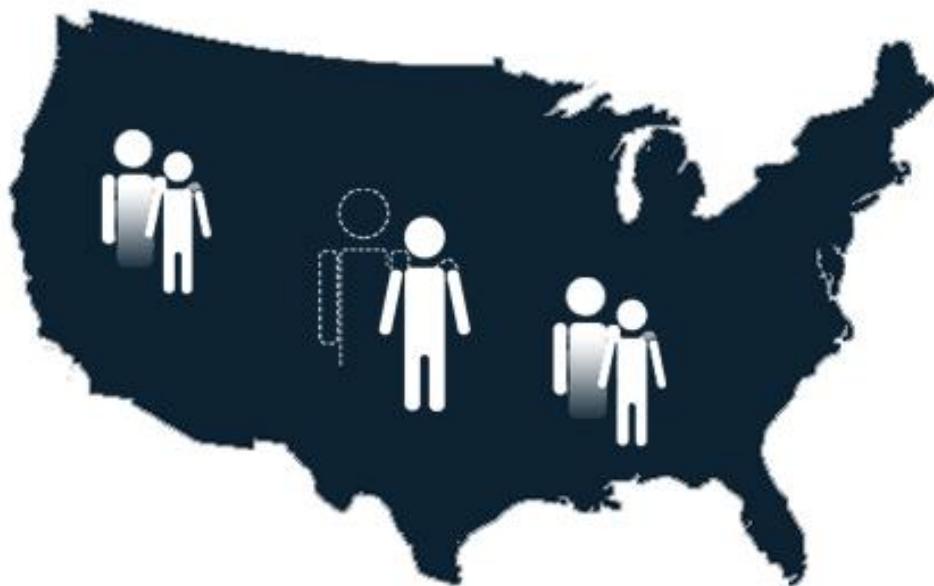


STATE STREET.

The Need for Mentoring

**One in three young people
are growing up without a mentor.**

This is the mentoring gap in America.



46 Million

All young people
ages 8-18

22 Million

Young people with
no risk factors

15 Million

Had a mentor
2.4M structured
12.6M informal

7 Million

Never had a mentor

24 Million

Young people facing
risk factors

15 Million

Had a mentor
4.5 M structured
10.5M informal

9 Million

Never had a mentor



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The Mentoring Effect

WITH A MENTOR, AT-RISK YOUTH ARE:



55%

more likely be enrolled in college



78%

more likely to volunteer regularly
in their communities



130%

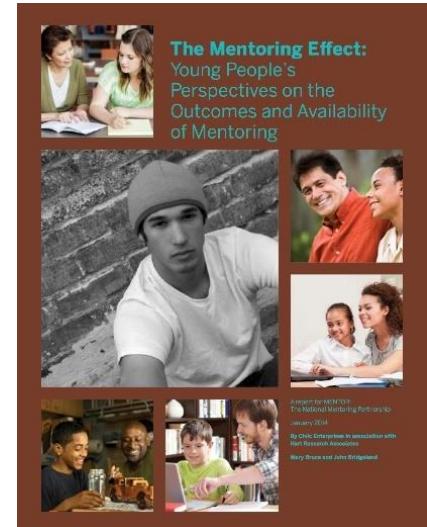
more than twice as likely to say that they held a
leadership position in a club or sports team



90%

Respondents who had a mentor said they are now
interested in becoming mentors

Research has consistently shown that mentoring has a positive effect in improving outcomes for young people with mentors versus those that do not.



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Overview of Growth Mindset



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Growth Mindset

- Pioneered by Stanford University psychologist Carol Dweck
- Growth mindset describes the belief that intelligence is malleable
- Growth mindset helps young people to retain confidence, perseverance, and resilience, in addition to performing better in school



www.Mindsetworks.com



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Growth Mindset

Carol Dweck's *Mindset*

Fixed vs Growth

ability is static

avoids challenges

gives up easily

sees effort as fruitless

ignores useful criticism

threatened by others

ability is developed



embraces challenges



persists in obstacles



sees effort as necessary



learns from criticism



inspired by others' success

Steve Lee - UC Davis



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Develop your own growth mindset...

- What's one thing you want to be able to do, but think you can't?
- What would you have to do differently to be good at that?
- How long do you think you would need?
- What kind of help would you want, and how could you get it?

Adopting an Organizational Growth Mindset



Adopting an Organizational Growth Mindset

- Growth mindset can influence adults' attitudes about their own intelligence and abilities.
- Program staff may be better able to understand and practice growth mindset if its principles are embedded within the organization's culture.
- Organizations can:
 - Assign staff challenging opportunities where they can learn new skills
 - Reframe mistakes
 - Provide feedback and support throughout the process

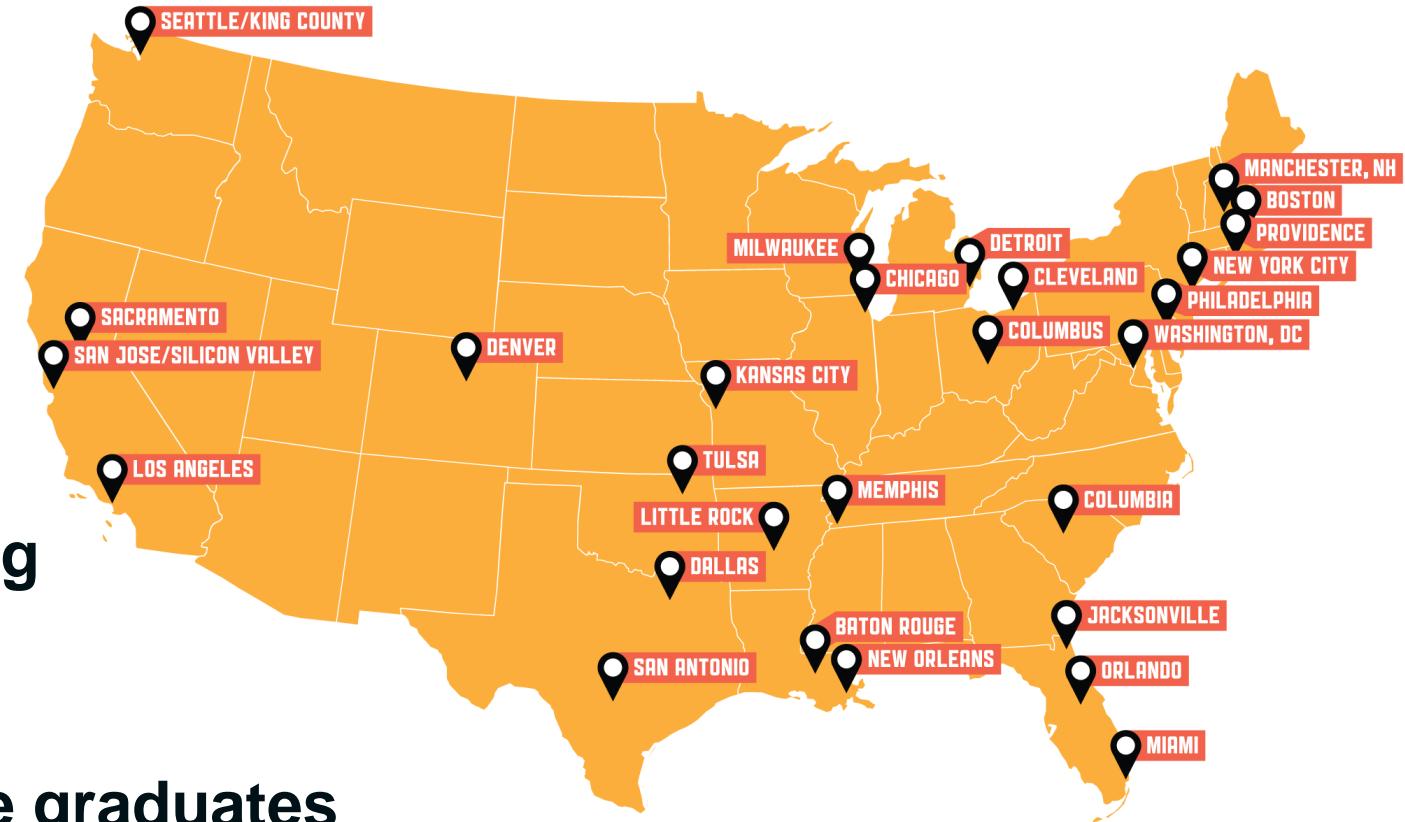


City Year's National Footprint

28 cities / 329 schools / 223,000 students

**3,000 City Year
AmeriCorps members**

- 56% young adults of color
- 80% college graduates
- 51% indicate interest in teaching
- 48% eligible for Pell grants
- 25% are first-generation college graduates





- This year, all City Year AmeriCorps members are receiving training in growth mindset, as well as hundreds of support and headquarters staff.
- Before our AmeriCorps members can cultivate growth mindset in students they serve, they must develop their own growth mindset.
- Growth mindset is not a single tool, but rather an approach integrated through multiple, cross-sector partnerships.

Nurturing a Growth Mindset in Mentoring Programs



Nurturing a Growth Mindset in Mentoring Programs

- Mentors can play an instrumental role in nurturing growth mindset by:
 - Role modeling how to apply growth mindset
 - Teaching mentees about growth mindset
 - Reframing mistakes
 - Using language that fosters growth mindset

| Statement | Yes | No |
|---|-----------------------|-----------------------|
| "It looks like that was too easy. Let's give you something a bit more challenging." | <input type="radio"/> | <input type="radio"/> |
| "That isn't the right answer. You don't understand it yet." | <input type="radio"/> | <input type="radio"/> |
| "You are so smart." | <input type="radio"/> | <input type="radio"/> |
| "I know it was hard, but look how your effort paid off." | <input type="radio"/> | <input type="radio"/> |
| "You're really talented in math- you should definitely focus on it next year." | <input type="radio"/> | <input type="radio"/> |
| "She'll get it. She's working on it and making progress." | <input type="radio"/> | <input type="radio"/> |
| "You did so well! Keep working hard and you will do great again next year." | <input type="radio"/> | <input type="radio"/> |

Get Results

<https://www.mindsetkit.org/growth-mindset-mentors>



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Growth Mindset for Mentors Toolkit

- Developed in partnership with PERTS and City Year, with support from the Raikes Foundation
- Offers 17 lessons for mentors:
 - What is Growth Mindset?
 - How Mentors Support Growth Mindset
 - Using Growth Mindset Language
 - Reframing Challenges, Failures and Mistakes
- Piloted by City Year, Take Stock in Children, and Citizen Schools



Implementation Guide

- Offers recommendations for how mentoring programs can implement the Toolkit and support mentors in employing its strategies
- Explores how programs can prepare for and use the Toolkit, particularly in regard to staff roles, timelines, ongoing training, and match support
- Developed based on feedback from and the experiences of:
 - Citizen Schools
 - City Year
 - Take Stock in Children (both national and local sites)
 - Spark
 - Mentoring Works Washington

Kickoff Meeting

KICKOFF MEETING AGENDA TEMPLATE

1. WELCOME (10 MINUTES) 

- ▶ Review agenda
- ▶ Have participants partner to answer the following questions:
 - What's one thing you want to be able to do, but think you can't?
 - What would you have to do differently to be good at that?
 - How long do you think you would need to work on it?
 - What kind of help would you want, and how could you get it?
- ▶ Facilitator explains that these questions are intended to personalize growth mindset by using the audience's own experiences and thoughts. They have demonstrated that with effort and the right resources, they can improve. This activity frames the kickoff, and it also gets participants into the practice of having a growth mindset.

2. REVIEW OBJECTIVES (5 MINUTES) 

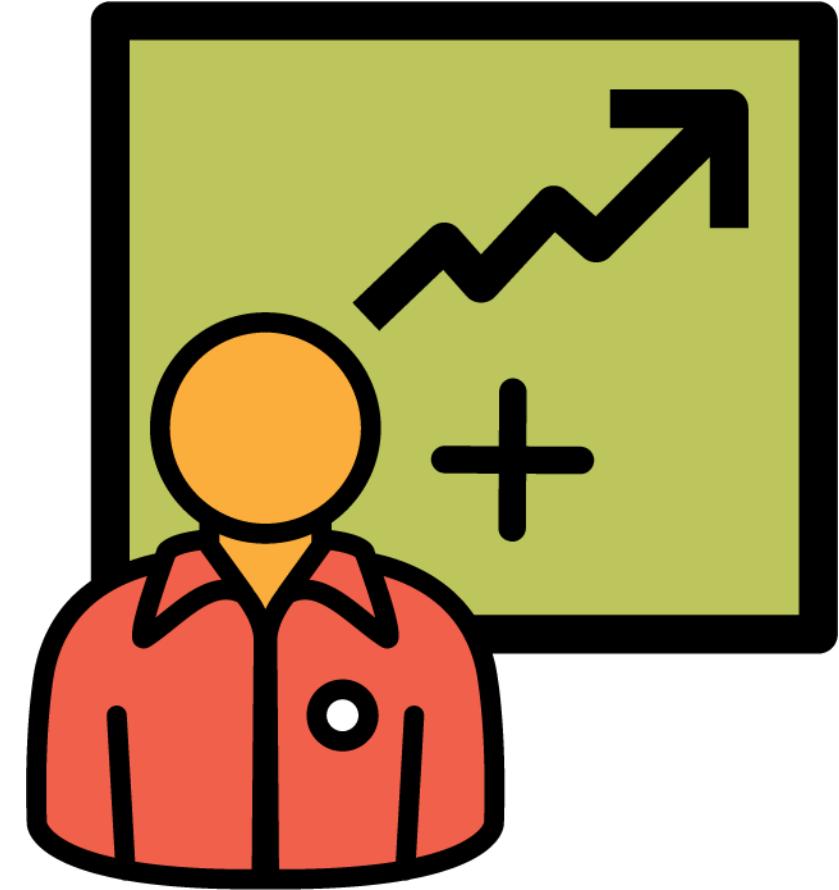
At the end of this session, participants will be able to:

- ▶ Identify at least one strategy mentors can employ to foster growth mindset in their mentees
- ▶ Respond to seven situations that commonly arise in mentoring relationships in a way that promotes growth mindset

3. DEBRIEF THE TOOLKIT (20 MINUTES) 

Match Support

1. What situations or challenges have you recently encountered that prompted you to use a growth mindset? Were you able to convey these examples to your mentee, and how did he or she react?
2. What challenges has your mentee recently experienced? How were you able to model a growth mindset in talking through these challenges with him or her?
3. When has your mentee exhibited having a fixed mindset or a growth mindset? How did you respond?
4. Have you encountered any situations where your mentee expressed either very high or very low expectations for his or her abilities? How did you help your mentee set realistic, attainable goals?
5. How have you reframed mistakes so that they're seen as positive learning opportunities rather than something to be ashamed of or embarrassed about?



- Growth Mindset for Mentors Toolkit trainings grew from two sites in 2015-2016 to 10 sites in 2016-2017, and all 28 sites in 2017-2018.
- Growth mindset techniques are best leveraged during the middle of the school year, when positive developmental relationships have already been established between City Year AmeriCorps members and students.
- When working with the toolkit, it is important to create time and space for reflection – both with and about students and for the mentors themselves.



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Additional Resources from MENTOR

- **Online Philanthropic Community of Practice**
 - Online portal for corporations, foundations and donors to connect & share resources
- **Mentoring Connector**
 - National database of mentoring opportunities
- **National Mentoring Resource Center**
 - National clearinghouse of tools, resources and practices
- **Collaborative Mentoring Webinar Series + IMPACT Webinar Series**
 - Free webinars by practitioners for practitioners
- **Elements of Effective Practice for Mentoring (including supplemental guides)**